



## **U.S. SECOND FLEET** **DIVERSITY AND EQUAL OPPORTUNITY** **POLICY**



As Commander, U.S. Second Fleet, I will lead our diversity initiatives. As the Chief of Naval Operations has stated, "Diversity has made our Nation and Navy stronger. To derive the most from that diversity, every individual, military or civilian, must be encouraged and enabled to reach his or her full potential. We are all entrusted with the duty and responsibility to set and live the example by creating an environment where every individual's contribution is valued and respected." I support this endeavor.

The Navy's Core Values provide the foundation for how we in Second Fleet must respect every individual's worth based on his or her diverse background and talents. Navy Core Values conduct will better enable us to accomplish our mission with excellence as our standard; drawing strength from our differences in race, religion, gender, age, national origin, professional background, and other characteristics of individuals within our Total Force.

**Honor:** We must honor our differences, but also honor the many things we have in common – our shared values, our mission, and our sense of service. We must continue to recruit, retain, and develop a diverse and talented workforce. To this end, we must synchronize our words and actions – communicating to achieve understanding of the value of diversity on mission readiness, and accepting accountability for our decisions and actions on a day to day basis.

**Courage:** We must each have the courage to take a stand against any form of discrimination, harassment, or any other unfair practice which limits an individual's potential. We must continually do the right things right, in support of our people.

**Commitment:** We must be committed to providing equal opportunity for advancement, mentorship, development, and recognition. We must create an environment whereby every individual may better contribute to the realization of the U.S. Second Fleet vision, and the persistent achievement of excellence in our three Focus Areas: Fleet Operations to achieve mission, providing Ready maritime Forces for global assignment, and teaming with Allies and Partners in execution of the Maritime Strategy. Commitment to the value of diversity and the professional and personal development of our people is the right investment towards Developing Leaders within our Navy, and at U.S. Second Fleet.

I ask you for your continued support regarding this policy. Thank you and best wishes.

VADM Mel Williams, Jr.